

CIVIL RIGHTS ON DECK



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What Does Equality Mean to You?



July 2, 2014 marks the 50th anniversary of the Civil Rights Act of 1964, the most sweeping civil rights legislation since Reconstruction. This act prohibited discrimination in public places, integrated schools and other public facilities, and made employment discrimination illegal. In commemoration of the 50th anniversary, Mr. Miguel Flores, Ms. Davidad Langley, and CPO Brian McConnell (CRD staff located in Miami, FL) attended an event titled "The Civil Rights Act of 1964: Moving Collaboratively Towards Justice and Equality" where they examined the past, present, and future of this significant piece of legislation.

Now we'd like to know, what does equality mean to you? How has it changed over time? How has it impacted your life? Share your thoughts, ideas, and photos with us at CRDRE@uscg.mil.

CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director
Ms. Francine Blyther, Office of Civil Rights Operations
CAPT Jennifer Ketchum, Office of Civil Rights Policy, Planning, and Resources
Ms. Dayra Harbison, Chief, Compliance & Procedures Division
Ms. Barbara Stewart, Chief, Solutions and Complaints Division
CDR Kirby Sniffen, Chief, Planning and Resource Management Division
CDR Albert Antaran, Executive Assistant
Ms. Emily Harcum, Communications Specialist

Headquarters Hosts Future Coasties

Through the Partnership in Education (PIE) program, twenty-two 7th grade students from St. Augustine Catholic School in Washington, DC, visited Headquarters to learn about CG and its mission. After interactive presentations from CG Aviation, Commandant staff, and Health, Safety, and Work Life, more than half of the students indicated an interest in pursuing careers with the CG. Their teacher, Ms. Michelle Roche, commented on this enthusiasm, saying, "The students learned so much. They are excited about all of the different career paths and training options that are open to them at the CG. We can't wait to visit again next year!" **Pictured:** Some of the students proudly wearing the CG hats donated by Mr. Garcia Graves, an ardent PIE supporter.



DHS Awards CG for Excellence in Civil Rights



At a meeting last month, the Department of Homeland Security (DHS) recognized the Civil Rights Directorate for excellent performance during FY13 in four categories:

- Timely Complaint Counseling;
- Rate of Timely Investigations;
- Average Costs for Completed Investigations (below the federal average); and
- Formal Complaint Rate (below federal average).

Pictured left: Ms. Francine Blyther, Office Chief of Civil Rights Operations; SKC Samantha Harrell, Planning & Resources Analyst; Ms. Terri Dickerson, Director; and Ms. Kimberly Day-Lewis, Alternative Dispute Resolution Manager, take a moment to celebrate these accomplishments.

EEOC Finds Agency Investigation Insufficient

After complaints of discrimination are accepted for investigation, agencies are required to develop impartial and appropriate factual records upon which judges can base their rulings. In a recent case, the Equal Employment Opportunity Commission (EEOC) returned a case to the U.S. Postal Service for a supplemental investigation because the record was insufficiently developed. Specifically, the EEOC could not determine whether the complainant was subjected to discriminatory harassment based on race, national origin, and reprisal as alleged.

The complainant in this case claimed three co-workers harassed him for years by frequently uttering racially and ethnically derogatory statements. However, during the course of the investigation, none of the three co-workers were interviewed, nor did the record contain testimony from an alleged witness. In addition, although the complainant provided testimony that other employees were subjected to similar behaviors, the record did not address this matter. The EEOC explained that if there is evidence that supports other employees were harassed by the same people, this could be persuasive; and, therefore, the agency was ordered to obtain additional information to fully address the complaint, including sworn affidavits from the three co-workers accused of making remarks, other witnesses and peers. *Complainant v. U.S. Postal Service*, Appeal No. 0120111308. Submitted by Ms. Rita Moscuzza



Coast Guard Celebrates Diversity



Pictured left: VADM Ray (right) playing the Taiko Drums with CAPT Michael Woolard (left), Base Alameda Commanding Officer. Bravo Zulu, LT Huy Nguyen (Base Alameda) and Mr. Ceferino Manandic (Pacific Area), the chair and vice chair of the 40-member committee that ensured the event's success. Submitted by Ms. Trina Anderson

Pictured right: In honor of AAPI Heritage Month, YN1 Moli Po Ching (L), from American Samoa, and BM2 Kensley Raigeluw (R), from Wolei Atoll, Micronesia, described daily life in their native villages during a District 14 event. Submitted by Ms. Gina Huck

Over 200 members of the community and workforce, including many different units and commands throughout the San Francisco Bay Area, enjoyed a day of educational and cultural awareness during 2014's Asian American and Pacific Islander (AAPI) Heritage Month. VADM Charlie Ray, Pacific Area Commander, issued opening remarks for this unique and exciting celebration before joining in some of the featured interactions. Performances, in particular, encouraged audience participation, particularly the lively rendition of "He's got the Whole World in his Hands" by members of CG Island and children from the Alameda Child Development Center. Additional performances included hulu dancing by Halau Makana and led by Kumu Lani, and Filipino folk songs by Ms. Grace Parmelee (District 11). Multi-cultural booths representing Hawaii, Chamorro, Korea, Japan, and the Philippines provided opportunities for workforce members to learn about various native traditions through presentations, discussions, artifacts, and photographs.



Direct Appointment Can Fill Vacancies Effectively

Civilian vacancies in the Federal government fall into two categories: 1. "Competitive service" (subject to normal government processes for candidate competition, eligibility, interviewing, evaluation, selection, offer, etc.); and, 2. "Excepted service" (subject to expedient candidate evaluation and direct appointment). The latter affords speed and flexibility that ensure the continuity of government performance in critical missions. For example, it is in the government's interest that national security, intelligence, and foreign service positions do not go vacant for long periods, and that people with disabilities participate in the workforce; such positions are "excepted service." On-boarding for the "excepted service" is therefore shorter and more direct. (After appointment, individuals must still meet performance requirements.) The Coast Guard encourages hiring officials to learn about and utilize "excepted service" authorities, also known as "Schedule A," to hire people with disabilities. For information, contact your servicing Command Staff Advisor (CSA) or go to: <http://www.opm.gov/policy-data-oversight/disability-employment/hiring/#url=Schedule-A-Hiring-Authority>. Submitted by Mr. Johnny McAfee



Welcome Aboard, Civil Rights Experts

CRD welcomes Mr. Hyrom "Buck" Buchanan (**pictured right**), the Equal Employment Opportunity (EEO) Specialist located in New Orleans, LA (Region 4, Zone 8). After 24 years of service, Mr. Buchanan retired from the Army in April 2014. Originally from Dallas, TX, he joined the Army Reserves in 1990 and began active duty in 1992. Mr. Buchanan's Equal Opportunity (EO) and Equal Employment Opportunity (EEO) professional experience began in Korea in 2006, and continued during his deployments to Afghanistan and New Orleans. While stationed in New Orleans, Mr. Buchanan began to assist civilian personnel as an EEO Counselor. He has served as a mediator for the USDA's National Finance Center, the Veterans Administration, and the Equal Employment Opportunity Commission in New Orleans. Submitted by YNC Ida Quiñones



In addition, welcome aboard to LT Cory Cichoracki (**pictured left**), the Equal Opportunity (EO) Advisor in Alameda, CA (Region 3, Zone 11). LT Cichoracki graduated from CG Basic Training in 1991, attended Quartermaster "A" School in 1993, became a Boatswains Mate in 2002, and obtained his commission in 2004. A native of Lapeer, MI, he is an avid outdoorsman who enjoys hunting, fishing, golf, and softball. LT Cichoracki married his lovely wife, Margaret, in 2009. He has four beautiful children, Bella (4), Carter (3), Maddie (14), and Mason (13). Submitted by Ms. Rita Moscuzza

